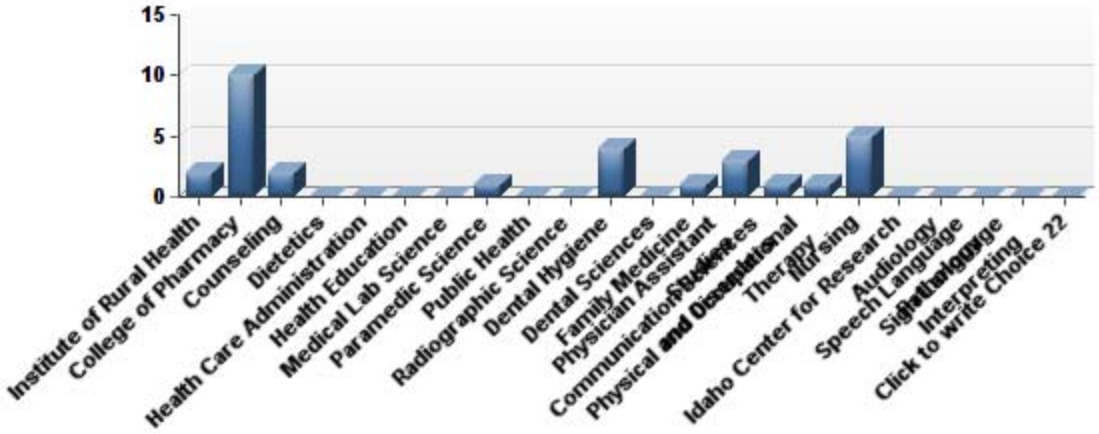
Initial Report 36 Responses

Last Modified: 04/29/2015

1. Please select your program

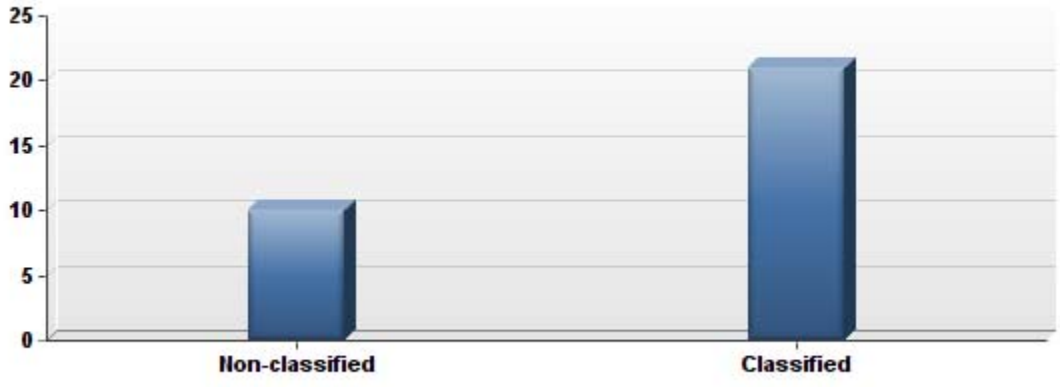
#	Answer		Response	%
1	Institute of Rural Health		2	7%
2	College of Pharmacy		10	33%
3	Counseling		2	7%
4	Dietetics		0	0%
5	Health Care Administration		0	0%
6	Health Education		0	0%
7	Medical Lab Science		0	0%
8	Paramedic Science		1	3%
9	Public Health		0	0%
10	Radiographic Science		0	0%
11	Dental Hygiene		4	13%
12	Dental Sciences		0	0%
13	Family Medicine		1	3%
14	Physician Assistant Studies		3	10%
15	Communication Sciences and Disorders		1	3%
16	Physical and Occupational Therapy		1	3%
17	Nursing		5	17%
18	Idaho Center for Research		0	0%
19	Audiology		0	0%
20	Speech Language Pathology		0	0%
21	Sign Language Interpreting		0	0%
22	Click to write Choice 22		0	0%
	Total		30	100%


15
10
5
0
Institute of Rural Health
College of Pharmacy
Counseling
Dietetics
Health Care Administration
Health Education
Medical Lab Science
Paramedic Science
Public Health
Radiographic Science
Dental Hygiene
Dental Sciences
Family Medicine
Physician Assistant
Therapy
Idaho Center for Research
Audiology
Speech Language
Interpreting
Click to write Choice 22

#	Answer		Response	%
1	Institute of Rural Health		2	7%
2	College of Pharmacy		10	33%
3	Counseling		2	7%
4	Dietetics		0	0%
5	Health Care Administration		0	0%
6	Health Education		0	0%
7	Medical Lab Science		0	0%
8	Paramedic Science		1	3%
9	Public Health		0	0%
10	Radiographic Science		0	0%
11	Dental Hygiene		4	13%
12	Dental Sciences		0	0%
13	Family Medicine		1	3%
14	Physician Assistant Studies		3	10%
15	Communication Sciences and Disorders		1	3%
16	Physical and Occupational Therapy		1	3%
17	Nursing		5	17%
18	Idaho Center for Research		0	0%
19	Audiology		0	0%
20	Speech Language Pathology		0	0%
21	Sign Language Interpreting		0	0%
22	Click to write Choice 22		0	0%
	Total		30	100%

Statistic	Value
Min Value	1
Max Value	17
Mean	8.37
Variance	41.07
Standard Deviation	6.41
Total Responses	30

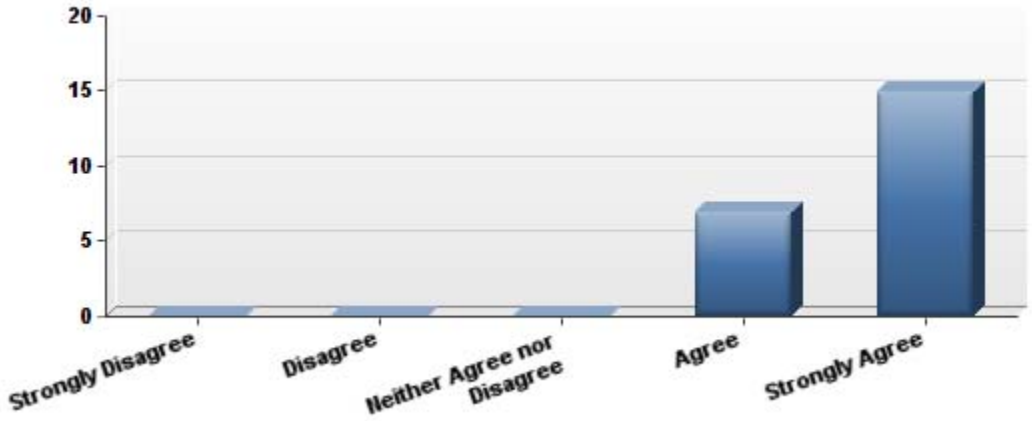
2. Please select



#	Answer		Response	%
1	Non-classified		10	32%
2	Classified		21	68%
	Total		31	100%

Statistic	Value
Min Value	1
Max Value	2
Mean	1.68
Variance	0.23
Standard Deviation	0.48
Total Responses	31

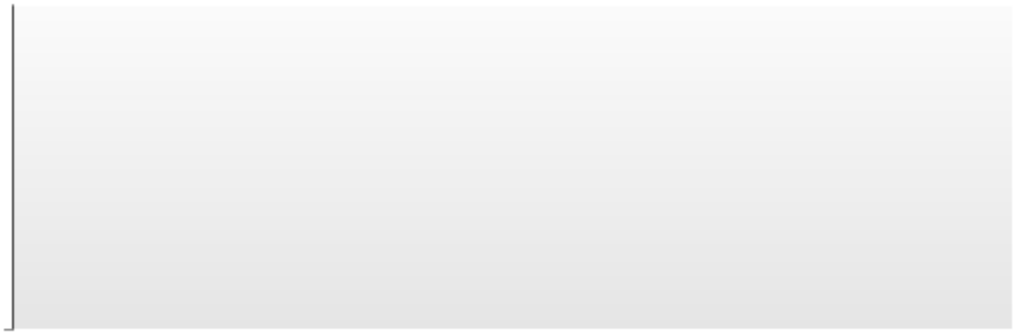
3. I was effective in my position.



#	Answer		Response	%
1	Strongly Disagree		0	0%
2	Disagree		0	0%
3	Neither Agree nor Disagree		0	0%
4	Agree		7	32%
5	Strongly Agree		15	68%
	Total		22	100%

Statistic	Value
Min Value	4
Max Value	5
Mean	4.68
Variance	0.23
Standard Deviation	0.48
Total Responses	22

4. I could have been more effective if I: (Please comment)



Text Response
Had more networking and training opportunities with others in my field and position
Had administration that actually listened rather selectively listening to concerns expressed.
I deal with extraordinary governmental paperwork; therefore, if I had less paperwork, I could do more networking and cooler projects. Also, the new electronic travel process is painful.
I received work requests in a more timely manner. If depts. sent paperwork completely filled out.
More "all staff" meetings would help improve the workflow
Had time to perform my work and not have to dilly-dally with assigned work that is repetitive and not necessary
Had someone to train me when I was first hired on or at least someone who knew what my position entailed.
Had been trained
I'm new to the position as of June 30, 2014, so I'm still learning the processes that go on for each semester. Just need more time and training on procedures.
had more coordination with the folks in Meridian
I had more time training for my position before I took on the role.
Could multitask better
more time in a day
Had spent less time revising travel submissions because of something trivial such as a scan being uploaded sideways or too many pages scanned in for a program.

Statistic	Value
Total Responses	14

5. The DHS could help me be more effective by: (Please comment)

Text Response
Making sure that when they cancel a meeting in any School of Nursing meeting rooms they delete it from our calendar so that the rooms can be used by others.
I am grateful for the DHS travel delegate.
Requesting all departments check their work for completeness, accuracy and signatures.
I love the Friday staff meetings. But I wish there was a way to "see" how other departments do certain projects (i.e. admissions, student recruiting, organizing data).
Maintaining employees so I don't continually have to retrain people.
Listening to their employees and being there for them when the program is in crisis and finding the best solution possible to the problems the program is facing.
Making sure staff is adequately trained.
I feel the Division personnel have been great in helping me whenever I have questions and need assistance.
pushing ISU to eliminate waste and redundancy in the system overall
Allowing more training
Unsure
making it easier to travel, though I must admit, there have been significant improvements; Enterprise is friendly and has my care ready, sometimes the paperwork is a bit overwhelming for documentation, again I understand the need, but the travel process seems to have too many steps and thus lacks the streamline process that seems like it should be possible
The DHS needs to recognize that the best staff people are motivated by money. In order to keep quality employees we need to be able to increase their pay, or continue to lose them to private organizations who can pay them what they deserve.

Statistic	Value
Total Responses	13

6. Please list your ideas about increasing the quality, efficiency, and cost effectiveness and student centeredness of the DHS: (Please comment)

Text Response
It would be nice if we had a paperwork process that spells out what paperwork needs to be submitted to you and what paperwork does not. Some paperwork needs to go through DHS and some doesn't. At one time I thought there was going to be some reference sheet to turn to regarding what you may want and not. I get conflicting information on the university level versus DHS. Please communicated this through a reference sheet or possibly in a 2nd Friday meeting?
no comment
Keeping employees (faculty and staff), listening to employees, not showing favoritism, making students aware of changes and not hiding information from them.
1. Keep good faculty and staff from leaving. The DHS needs to make it a priority to keep quality faculty and staff. Provide incentives or whatever it takes.....our programs cannot remain competitive if we do not have quality employees. 2. Suggest to HR that they provide a more intense customer service program for their employees. Not necessarily in my program but I have seen an AA2 in another program provide very poor customer service to a student. 3. If faculty/staff travel for work and don't end up going then the faculty/staff member's needs to pay back the program for funds that were already paid for them to travel. 4. We all need to remember before decisions are made, what is best for the students? How will it impact the students? We would not be here if it wasn't for the students.
Does anyone look at cost efficiencies? We mail out hundreds of alumni birthday cards each month at great cost. Do we even know if this brings us a tangible return, monetary or otherwise?
Unsure
I believe the DHS should provide UPTODATE for all health care students, it is the choice of providers in the state and in adjacent states. It would make our university and the students look like they are more aware of the choice of local providers if our students were proficient in the use of Up-to-date An EMR system to be used in the didactic year(s) so the students are familiar with the basic nuances of EMR, they will still need to adjust to the specific EMRs, but it is a common concern/complaint from clinical sites that students don't understand EMRs
If we can't increase pay to those who deserve it, DHS should focus on providing benefits such as those that promote healthy lifestyles. A great example would be to provide free access to a gym with a shower in Meridian.

Statistic	Value
Total Responses	8

7. Do our current Strategic Goals need to be adjusted? If so, in what way?

Text Response
Not necessarily.
Providing an environment conducive to inquiry is important, and having a support system to support the environment conducive to inquiry is equally important.
No.
Add in professionalism. mention consistently changing and updating to have the most recent practices in fields and education
The goals do not address the constant need for change in the healthcare field. To keep up with our competition and with technology, we need to be willing to change and reinvent ourselves.
No
no
Unsure
A destination site seems to fit in my previous comments about Up-to-date and EMRs, not only should this be a destination site for the academics required in the health care fields, but a destination site because our students are prepared for the real world of health care also

Statistic	Value
Total Responses	9

8. Please provide suggestions about how to address our current Strategic Goals next year.

Text Response
Maybe there is a need for marketing our wonderful programs that we offer more. I don't know if that has been done as much. I have in the past during the summer advertisements on TV regarding the College of Technology - if it is reasonable maybe we should do some of that at the appropriate time of the year.
Guidance on where to get the support in the environment which is conducive to inquiry.
Online courses are not student oriented all the time, nor are they high quality. Being unable to keep faculty is not high quality either, nor cost effective.
We need to keep high quality faculty and staff to be able to be cost effective, student oriented, efficient, and to be a destination site for health professions education. Expand our marketing because I feel like there is not enough and our skeletons in the closet have given us a bad reputation.
Unsure
See above

Text Response
Maybe there is a need for marketing our wonderful programs that we offer more. I don't know if that has been done as much. I have in the past during the summer advertisements on TV regarding the College of Technology - if it is reasonable maybe we should do some of that at the appropriate time of the year.
Guidance on where to get the support in the environment which is conducive to inquiry.
Online courses are not student oriented all the time, nor are they high quality. Being unable to keep faculty is not high quality either, nor cost effective.
We need to keep high quality faculty and staff to be able to be cost effective, student oriented, efficient, and to be a destination site for health professions education. Expand our marketing because I feel like there is not enough and our skeletons in the closet have given us a bad reputation.
Unsure
See above

Text Response
Maybe there is a need for marketing our wonderful programs that we offer more. I don't know if that has been done as much. I have in the past during the summer advertisements on TV regarding the College of Technology - if it is reasonable maybe we should do some of that at the appropriate time of the year.
Guidance on where to get the support in the environment which is conducive to inquiry.
Online courses are not student oriented all the time, nor are they high quality. Being unable to keep faculty is not high quality either, nor cost effective.
We need to keep high quality faculty and staff to be able to be cost effective, student oriented, efficient, and to be a destination site for health professions education. Expand our marketing because I feel like there is not enough and our skeletons in the closet have given us a bad reputation.
Unsure
See above

Statistic	Value
Total Responses	6

9. We have a tradition in the DHS called "Second Friday" during which DHS staff have an opportunity to interact or be

updated on topics of interest. Please list ideas of topics that you might like to schedule for a Second Friday next year.

Text Response
I mentioned a clear paperwork process in answer to a previous question I would suggest you start a list of what does or does not need to be reviewed and signed by DHS.
A review of processes and procedures, as there are always new staff. Sending the presentation to all staff as all do not attend.
admissions, student recruiting, organizing data
I'd like an opportunity to discuss my job with others who have the same title in different DHS departments. Maybe more of a mixer event than someone talking to us.
conflict management skills, tips for working with different personalities
I think "Second Friday" is very informative and educational. However, I feel like we do not have a chance to really know what other programs do. For example, an AA2 in Nursing could do something totally different than the AA2 in the Physician Assistant program. I think we could really learn from one another and maybe the AA2 in the Physician's Assistant program has a better, more efficient way of doing things than the AA2 in Nursing or vice versa. Also, maybe have each program discuss issues they have had in the workplace and what they have done or what they are doing to resolve those issues.
Student Advising
Division-wide staff meetings: good idea or waste of everyone's time?
Trainings provided to help assist with continuous improvement
Unknown
?

Statistic	Value
Total Responses	11